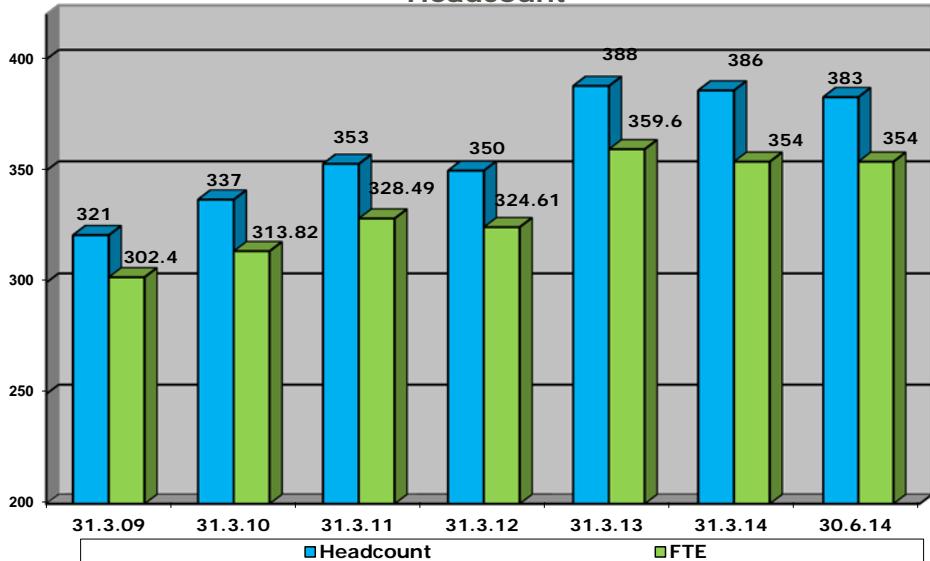


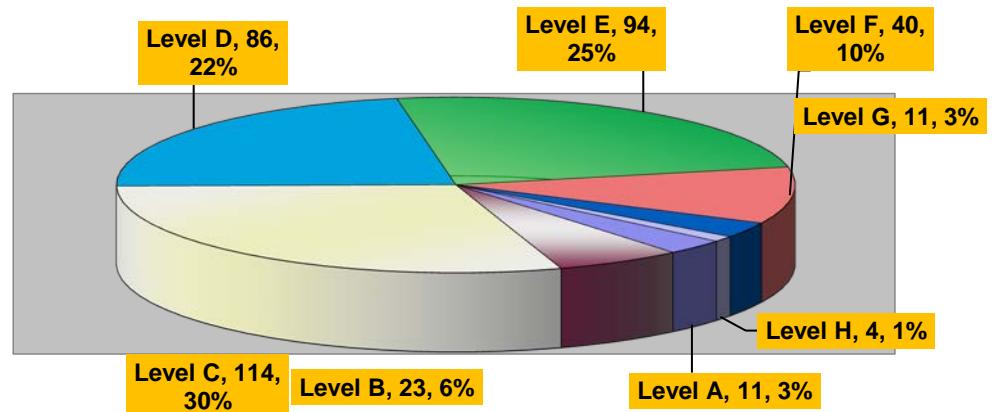
# Organisational Development – July 2014 Dashboard

Headcount

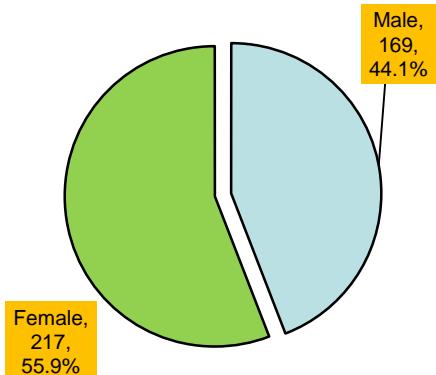


The ICO also had 1 agency staff on 30 June

Grade Distribution



Staff Gender Analysis



FTE breakdown:

Female: 190.2 (53.7%)  
Male: 163.8 (46.3%)

Staff Gender Analysis by grade

	Female (% of grade)	Male (% of grade)
Level A	36.4%	63.6%
Level B	73.9%	26.1%
Level C	59.7%	40.3%
Level D	57%	43%
Level E	52.1%	47.9%
Level F	60%	40%
Level G	18.2%	81.8%
Level H	0%	100%

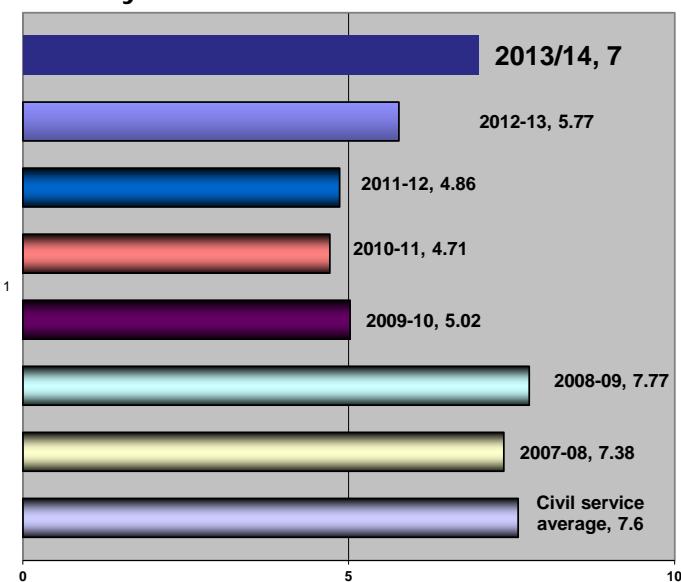
Staff disability analysis

	% of staff
Disabled	4.2%
Not disabled	95.8%

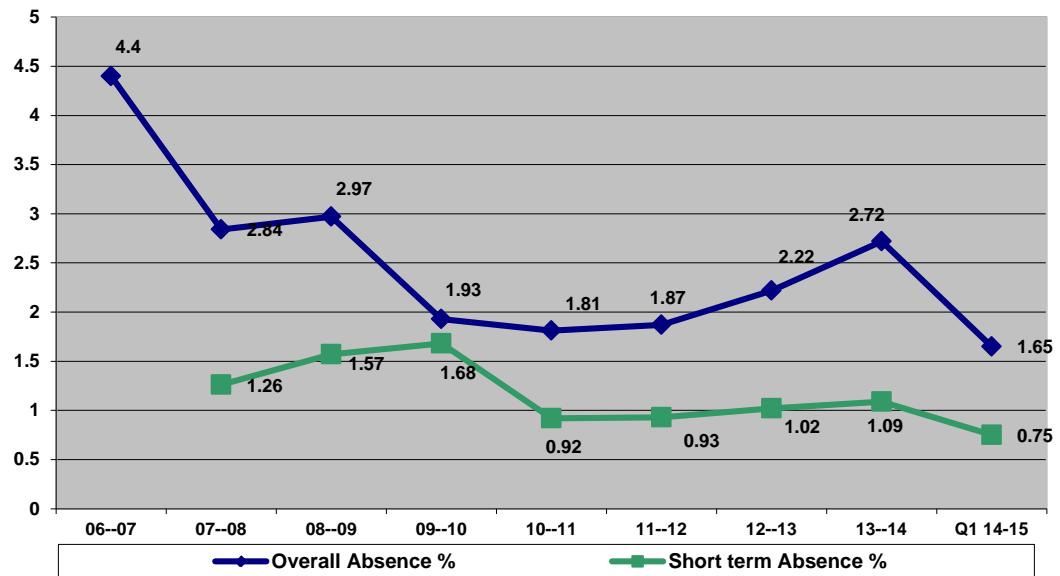
Staff ethnicity analysis

	% of staff
Asian and Asian British	2.35%
Black and Black British	0.52%
Chinese	0.26%
Mixed ethnicity	1.30%
Other ethnicity	0.26%
White	95.32%

### Days lost to sickness absence



### Sickness absence percentage



### Staff turnover

Year	Staff turnover
2013-2014	10.5%
2012 – 2013	7.7%
2011-2012	8.34%
2010 - 2011	6.32%
2009 – 2010	4.82%
2008-2009	10.39%
2007-2008	18.52%
2006-2007	13.41%

## Organisational Development : Summary Q4

	Management support	Learning and Development	HR processes	Health and Safety (with Facilities)
<b>Supporting the business</b>	<p>Review of senior OD role completed. Decision made to recruit a Head of Organisational Development</p> <p>Advice and support provided to managers who are investigating or hearing disciplinary and grievance issues.</p> <p>Employment tribunal concluded. Tribunal found in favour of the ICO.</p>	<p>Business planning with Heads of department completed.</p> <p>HR database adjusted to allow PDRs to be completed online.</p> <p>Better regulation events planned.</p> <p>Decision to source alternative e-learning tools due to constraints involved in civil service learning.</p>	<p>Incremental salary increases for July 2014 planned and implemented.</p> <p>Planning for move of jobs website to ICO hosting and control.</p> <p>Recruitment exercises for Case Officers, Lead Auditors, IT specialists, Head of Finance all completed, amongst others.</p>	<p>No RIDDOR reportable accidents this year.</p> <p>Policy reviews completed for five areas of policy.</p> <p>Fire risk assessment completed for Northern Ireland Office.</p>
<b>Delivering services</b>	<p>Work commenced on 2014/15 pay review – Treasury Guidance published in March 2014.</p> <p>Approach to this year's review has changed following meetings with MOJ reward team.</p> <p>Broad business case submitted to MOJ and Treasury.</p> <p>Acceptance of intended course of action – to be followed up with specific proposals.</p>	<p>Average evaluation of training courses evaluated is meeting or exceeding expectations.</p> <p>Media skills training contract procured.</p> <p>c180 classroom days delivered to end of May.</p> <p>8 Know about sessions run.</p>	<p>Work completed on the required pension data cleanse for new 2015 pension scheme.</p> <p>Procurement of staff health checks completed, with new supplier secured and contract agreed.</p>	<p>Contract extension with Colleague Assistance and Health Cash Plan provider agreed.</p>